

Survey of Policy Language Chart - AY97/98 - AY 24/25

Survey of Faculty Policy Language for Faculty:

Definition of Faculty: A College or University division or department concerned with a major division of knowledge.

RFP AY97/98	RFP AY07/08	RFP AY17/18 - 20/21 See AAUP Sanction	RFA AY2021/22	RFA AY2022/23	RFA AY2023/24	RFA AY2024/25
Faculty See 1.2.10: Residential faculty are faculty members who are probationary or appointive faculty. (Hereinafter called "members.")	Faculty See 1.2.10: Residential faculty are faculty members who are probationary or appointive faculty. (Hereinafter called "members.")	Faculty See 1.2: Residential Faculty: Residential Faculty are Faculty members who hold probationary or appointive status. (Herein referred to as "Faculty members" or "Faculty.")	Faculty See Article 1, Definition F: Faculty, Adjunct Adjunct Faculty are Faculty members employed in an instructional or service capacity on a parttime, term-to-term, non-appointive basis. Faculty, All References to All Faculty include Residential Faculty and Adjunct Faculty as defined herein. Faculty, Instructional Instructional Faculty's	Faculty See Article 1, Definition F: Faculty, Adjunct Adjunct Faculty are Faculty members employed in an instructional or service capacity on a parttime, term-to-term, non-appointive basis. Faculty, All References to All Faculty include Residential Faculty and Adjunct Faculty as defined herein. Faculty, Instructional Instructional Faculty's	Faculty See Article 1, Definition F: Faculty, Adjunct Adjunct Faculty are faculty members employed on a part-time, term-to-term, non-appointive basis. Faculty, All References to All Faculty include Full-Time Faculty and Adjunct Faculty as defined herein. Faculty, Full-Time Full-Time Faculty include Residential, One-Year Only, and One-Semester	Faculty See Article 1, Definition F: Faculty, Adjunct Adjunct Faculty are faculty members employed on a part-time, term-to-term, non-appointive basis. Faculty, All References to All Faculty include Full-Time Faculty and Adjunct Faculty as defined herein. Faculty, Full-Time Full-Time Faculty include Residential, One-Year Only, and One-Semester Only faculty

			<p>designated responsibility is to serve as an instructor for a specific section of a course, or a number of different courses, offered within the District.</p> <p>Faculty, Residential Residential Faculty are Faculty members who hold probationary or appointive status.</p> <p>Faculty, Service Service Faculty's designated responsibility is to serve as a Counselor or Librarian, or to serve in an educational development role per the terms of a Special Services Assignment or a Request for Personal Services.</p>	<p>designated responsibility is to serve as an instructor for a specific section of a course, or a number of different courses, offered within the District.</p> <p>Faculty, Residential Residential Faculty are Faculty members who hold probationary or appointive status.</p> <p>Faculty, Service Service Faculty's designated responsibility is to serve as a Counselor or Librarian, or to serve in an educational development role per the terms of a Special Services Assignment or a Request for Personal Services.</p>	<p>Only faculty members employed on a full-time basis.</p> <p>Faculty, Instructional Instructional Faculty's designated responsibility is to serve as an instructor for a specific section of a course, or a number of different courses, offered within the District.</p> <p>Faculty, One-Semester Only (OSO) One-Semester Only (OSO) Faculty are full-time, exempt, and benefits-eligible faculty members who are employed in an instructional or service capacity for one semester or less.</p> <p>Faculty, One-Year Only (OYO) One-Year Only (OYO) Faculty are full-time, exempt, and</p>	<p>members employed on a full-time basis.</p> <p>Faculty, Instructional Instructional Faculty's designated responsibility is to serve as an instructor for a specific section of a course, or a number of different courses, offered within the District.</p> <p>Faculty, One-Semester Only (OSO) One-Semester Only (OSO) Faculty are full-time, exempt, and benefits-eligible faculty members who are employed in an instructional or service capacity for one semester or less.</p> <p>Faculty, One-Year Only (OYO) One-Year Only (OYO) Faculty are full-time, exempt, and benefits-eligible</p>
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					<p>benefits-eligible faculty members who are employed in an instructional or service capacity for one academic year or less.</p> <p>Faculty, Residential Residential Faculty are full-time faculty members who hold probationary or appointive status.</p> <p>Faculty, Service Service Faculty's designated responsibility is to serve as a Counselor or Librarian, or to serve in an educational development role.</p>	<p>faculty members who are employed in an instructional or service capacity for one academic year or less.</p> <p>Faculty, Residential Residential Faculty are full-time faculty members who hold Probationary or Appointive Status.</p> <p>Faculty, Service Service Faculty's designated responsibility is to serve as a Counselor or Librarian, or to serve in an educational development role.</p>
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Survey of Faculty Policy Language for Load / Overload & Compensation:

Definition of Load: In higher education - 1 Load Hour = 1 Credit Hour = 1 Instructional Hour (50 Minutes) for a 16-week semester duration or 16 Hours or Instruction.

RFP AY97/98	RFP AY07/08	RFP AY17/18 - 20/21	AY2021/22	AY2022/23	AY2023/24	RFA AY2024/25
Load Definition - See 5.3.1: A full-time load for	Load Definition - See 5.3.1: A full-time load	Load Definition - See 5.3.1: A full-time load	Load Definition - See Article 1, Definition L:	Load Definition - See Article 1, Definition L:	Load Definition - See Article 1, Definition L:	Load Definition - See Article 1, Definition L:

<p>an instructional faculty member will be 30–32 load hours per year. This load will normally be split between two (2) consecutive semesters.</p> <p>See C.3.2 A teaching load (following completion of 195 days of accountability in a contract year) shall consist of not more than fifteen (15.0) load hours, of which not more than nine (9.0) load hours may be concurrent.</p>	<p>for an instructional faculty member will be 30–32 load hours per year. This load will normally be split between two (2) consecutive semesters.</p> <p>See C.3.2 A teaching load (following completion of 195 days of accountability in a contract year) shall consist of not more than fifteen (15.0) load hours, of which not more than nine (9.0) load hours may be concurrent.</p>	<p>for an instructional Faculty member will be thirty (30) instructional load hours per fiscal year.</p> <p>See C.3.3 For the purpose of this policy, instructional contact hours will be defined as sixteen (16) times the number of periods per week a course meets during a regular (16 week) semester</p>	<p>An instructional load hour equivalent is a unit of measure used for the purposes of calculating required time for instruction, service, and accountability. One lecture hour (50 minutes based on Carnegie unit) equals 1.00 instructional clock hour equivalent. Instructional contact may be provided by either Instructional or Service Faculty. Faculty who are reassigned to noninstructional duties will be accountable to perform such duties for at least two clock hours per week for each load hour of reassignment.</p>	<p>An instructional load hour equivalent is a unit of measure used for the purposes of calculating required time for instruction, service, and accountability. One lecture hour (50 minutes based on Carnegie unit) equals 1.00 instructional clock hour equivalent. Instructional contact may be provided by either Instructional or Service Faculty. Faculty who are reassigned to noninstructional duties will be accountable to perform such duties for at least two clock hours per week for each load hour of reassignment.</p>	<p>Load, Core The base load of Residential Faculty that accounts for 30 hours per week each semester (equivalent to 15 load per semester). Load and Load-Equivalents The term Load is used to quantify work related to teaching. Full-Time Instructional Faculty are accountable for 15 Load hours of teaching per semester. The term Load-Equivalent is used to quantify workload related to Full-Time Service Faculty non-instructional work. Full-Time Service Faculty are accountable for 15 Load-Equivalent hours per semester. Each Load hour of teaching or Load-Equivalent hour of Service Faculty work equates to two (2) clock hours of work per week during the</p>	<p>Load, Core The base load of Residential Faculty that accounts for 30 hours per week each semester (equivalent to 15 Load or Load-Equivalent per semester). Load and Load-Equivalents The term Load is used to quantify work related to teaching. Full-Time Instructional Faculty are accountable for 15 Load hours of teaching per semester. The term Load-Equivalent is used to quantify workload related to Full-Time Service Faculty non-instructional work. Full-Time Service Faculty are accountable for 15 Load-Equivalent hours per semester. Each Load hour of teaching or Load-Equivalent hour of Service Faculty work equates to two (2)</p>
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			<p>See 5.3: It is customary for Instructional Residential Faculty to teach 15.0 load hours of classes per semester as a part of their 30 weekly hours of professional responsibilities. When Residential Faculty accepts faculty-appropriate, substantial, complex, non-teaching assignments to advance the mission of the College at the request of the Administration, the College President may reduce the teaching load of the Residential Faculty to provide needed time to achieve the</p>	<p>See 5.3: Instructional Residential Faculty members consistently meet the accountability standard of thirty (30) hours of professional responsibilities per week, including but not limited to the following representative ways: • meeting all classes as scheduled, including comprehensive course preparation and assessment; • holding a minimum of five (5) scheduled student support hours reflective of the Residential Faculty member's teaching schedule, posting the time</p>	<p>semester.</p> <p>See 5.3: Full-Time Faculty members consistently meet the accountability standard of a minimum of thirty (30) clock hours of professional responsibilities per week in their core functional area, including but not limited to the following representative ways: • meeting all classes as scheduled, including comprehensive course preparation and 2023-2024 Residential Faculty Agreement 24 assessment and/or providing professional services to students and/or faculty members; • holding at least one (1) scheduled student</p>	<p>clock hours of work per week during the semester.</p> <p>See 5.3: As full-time exempt employees, Full-Time Faculty support MCCC's central mission of teaching and learning. It is inherent in the professional role of Full-Time Faculty that additional hours, outside of their Core Functional Area, are necessary for the enrichment of the Colleges, District, and external communities. Full-Time Faculty members consistently meet the accountability standard of a minimum of thirty (30) clock hours of professional responsibilities per week in their Core Functional Area, including but not limited to the</p>
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			<p>assigned task. For each 1.0 load hour reduction in teaching, the instructional Residential Faculty member shall be accountable for two (2) hours of work per week.</p>	<p>and location of scheduled student support hours so that they are publicly accessible to students; • being in residence as defined in Article 5.2; • participating in department, division, College, and/or District activities, including conducting course assessment and/or program development and review as defined in Article 1 and other assignments made pursuant to this section; and • participating in a combination of the areas that meet the requirements of the Faculty Evaluation Plan (FEP) or the Peer Assistance and Review (PAR). • Service Residential Faculty members consistently meet</p>	<p>support hour for every three (3) Load hours taught (up to five (5) support hours each week), reflective of the Full-Time Faculty member's teaching schedule and posting the time and location so that they are easily accessible to students; • being In-Residence as defined in Article 5.2; • participating in Department/Division, College, and/or District activities, including conducting course assessment and/or program development and review and other assignments made pursuant to this section; and • participating in a combination of the areas that meet the requirements of the Faculty Evaluation Plan (FEP) or the Peer Assistance and Review (PAR).</p>	<p>following representative ways: • meeting all classes as scheduled, including comprehensive course preparation and assessment and/or providing academic services and support to students and/or faculty members; • holding at least one (1) scheduled student support hour for every three (3) Load hours taught (up to five (5) support hours each week), reflective of the Full-Time Faculty member's teaching schedule and course modalities. The time and location of support hours will be posted so that they are easily accessible; • being In-Residence as defined in Article 5.2; • participating in Department/Division, College, and/or District activities, including</p>
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				<p>the accountability standard of thirty-five (35) hours of professional responsibilities per week, in the following representative ways: • providing professional services to students and/or Residential Faculty; • being in residence as defined in Article 1; • participating in department, division, College, and/or District activities, including conducting course assessment and/or program development and review as defined in Article 1 and other assignments made pursuant to this section; and • participating in a combination of the areas that meet the requirements of the Faculty</p>	<p>See 5.4 Faculty Assignments - It is customary for Full-Time Instructional Faculty to teach 15 load hours of classes per semester as a part of their thirty (30) weekly hours of professional responsibilities. Full-Time Service Faculty fulfill thirty (30) hours of professional responsibilities per week. Hours of accountability for Full-Time Service Faculty who teach classes will be reduced at the rate of two (2) hours per week for each teaching load per semester. Reassigned time is provided when Full-Time Faculty accept faculty-appropriate, substantial, complex, and non-core functional work assignments to advance the mission of the</p>	<p>conducting course assessment and/or program development and review and other assignments made pursuant to this section; and • participating in a combination of the areas that meet the requirements of the Faculty Evaluation Plan (FEP) or the Individual Development Plan (IDP).</p> <p>See 5.4 Faculty Assignments - It is customary for Full-Time Instructional Faculty to teach 15 Load hours of classes per semester as a part of their thirty (30) weekly hours of professional responsibilities. Full-Time Service Faculty fulfill thirty (30) hours of professional responsibilities per week. Hours of accountability for</p>
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				<p>Evaluation Plan (FEP) or the Peer Assistance and Review (PAR)</p> <p>See 5.4 Faculty Assignments - It is customary for Instructional Residential Faculty to teach 15.0 load hours of classes per semester as a part of their 30 weekly hours of professional responsibilities. When Residential Faculty accepts faculty-appropriate, substantial, complex, non-teaching assignments to advance the mission of the College at the request of the Administration, the College President may reduce the teaching load of the Residential Faculty to provide needed time to achieve the</p>	<p>College at the request of the Administration. The College President may reduce the core responsibilities of the Full-Time Faculty to provide needed time to achieve the assigned task. For each one (1) Load or Load-Equivalent hour reduction, the Full-Time Faculty member shall be accountable for two (2) clock hours of work per week. Such work shall be part of the hours of accountability/professional responsibilities. Because Full-Time Faculty Core Load is thirty (30) clock hours per week (15 load or Load-Equivalent per semester), work assignments beyond 30 clock hours per week (15 load or Load-Equivalent per semester) are paid as a stipend.</p>	<p>Full-Time Service Faculty who teach classes will be reduced at the rate of two (2) hours per week for each teaching Load per semester. Reassigned time is provided when Full-Time Faculty accept faculty-appropriate, substantial, and complex work assignments 1 to advance the mission of the College at the request of the Administration. The College President may reduce the core responsibilities of the Full-Time Faculty to provide needed time to achieve the assigned task. For each one (1) Load or Load-Equivalent hour reduction, the Full-Time Faculty member shall be accountable for two (2) clock hours of work per week. Such work shall be</p>
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				<p>assigned task. For each 1.0 load hour reduction in teaching, the instructional Residential Faculty member shall be accountable for two (2) hours of work per week. Service Faculty fulfill thirty-five (35) hours of professional responsibilities per week. Hours of accountability for Service Faculty who teach classes will be reduced at the rate of two hours and twenty minutes for each teaching load hour. To meet the thirty-five (35) hours per week of accountability/professional responsibilities, Service Faculty members are required to meet scheduled Department/Division assignments and other</p>		<p>part of the hours of accountability/professional responsibilities. Because Full-Time Faculty Core Load is thirty (30) clock hours per week (15 Load or Load-Equivalent per semester), work assignments beyond 30 clock hours per week (15 Load or Load-Equivalent per semester) are paid as a stipend.</p>
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				College/MCCCD-related activities as defined in Article 1.		
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Survey of Faculty Policy Language for Load / Overload & Compensation - History of Compensation:

RFP AY97/98	RFP AY07/08	RFP AY17/18 - 20/21	AY2021/22	AY2022/23	AY2023/24	RFA AY2024/25
Compensation / Overload - See C.3.3 & C.4.1/C.4.2	Compensation / Overload - See C.3.3 & C.4.1/C.4.2	Compensation / Overload - See C.3.2 / C.3.3 & C.3.4	Instruction: Governing Board Resolution Data (Missing) - See 10.2.2 & 10.4.4	Compensation /Overload - See 10.4.1 & 10.4.2	Compensation /Overload - See 10.2.2	Compensation /Overload - See 10.2.2
Instruction: Load=\$519/ 16 = \$32.43	Instruction: Load=\$766/16 = \$47.87	Instruction:Load= \$871.50/16 = \$54.47	Residential Faculty members shall be paid at the Adjunct Faculty rate, with Probationary Faculty being placed at level 2, and Appointive Faculty being placed at level 3 as outlined in 10.2.2.	Instruction: \$63.25 (Base Rate \$1012/16)	Instruction: \$65.86 Base Rate \$1054/16 = \$65.87 (1/32 = \$32.93)	Instruction: Base Rate \$1098/16 = \$68.62 (1/32 = \$34.31)
During the Academic Year 1997-1998, Residential Faculty members and retired MCCCC Residential Faculty members shall be paid at the rate of five hundred nineteen dollars (\$519) per load hour	Effective July 1, 2007, Residential Faculty members and retired MCCCC Residential Faculty members shall be paid at the rate of seven hundred sixty-six dollars (\$766) per load hour	Effective July 1, 2017, Faculty members shall be paid at the rate of eight hundred seventy-one dollars and fifty cents (\$871.50) per load hour.		Extra pay for extra duty refers to any assignments listed in 10.4 that a Residential Faculty could perform in addition to the base load. Residential Faculty are to be given first consideration when extra pay for extra duty assignments are staffed. First consideration does not imply or guarantee an assignment. Pay rates contained herein are tied to	Probationary Rate \$1106.70/16 = \$69.17 (1/32 = \$34.58) Appointive Rate \$1159.40/16 = \$72.46 (1/32 = \$36.23) For 2023-2024, the Level 1 Non-Core Overload Rate is \$1054 per load hour. The Level 2 Probationary Faculty Overload Rate is 5% more than the Level 1 Non-Core Overload Rate. The Level 3	Probationary Rate \$1152.90/16 = \$72.06 (1/32 = \$36.02) Appointive Rate \$1207.80/16 = \$75.49 (1/32 = \$37.74) The Governing Board may approve a compensation increase during its normal budget cycle. These numbers are subject to change based on the actions of the Governing Board.

				<p>the Base Rate of \$1,012. This Base Rate will increase by at least the same percentage as the salary schedule.</p> <p>Residential Faculty that separate and return as Adjunct Faculty will be paid at the highest overload Level for which they qualified as Residential Faculty. Note - Pertains to Residential Faculty who retired under the tier system only.</p>	<p>Appointive Faculty Overload Rate is 10% more than the Level 1 Non-Core Overload Rate. The hourly rates are 1/32 of the load hour rates out to six decimal places.</p> <p>Residential Faculty that separate and return as Adjunct Faculty will be paid at the highest overload Level for which they qualified as Residential Faculty. Note - Pertains to Residential Faculty who retired under the tier system only.</p> <p>Adjunct Instructional Faculty: For purposes of calculating hours of instructional work and preparation, Adjunct Faculty are paid for time in</p>	<p>The Level 1 Non-Core Overload Rate is \$1,098 per Load hour for 2024–2025. The Level 2 Probationary Faculty Overload Rate is 5% more than the Level 1 Non-Core Overload Rate. The Level 3 Appointive Faculty Overload Rate is 10% more than the Level 1 Non-Core Overload Rate. The hourly rates are 1/32 of the Load hour rates out to six decimal places.</p> <p>Residential Faculty that separate and return as Adjunct Faculty will be paid at the highest overload Level for which they qualified as Residential Faculty. Note - Pertains to Residential Faculty</p>
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					<p>the classroom plus an equivalent amount of time for preparation over a 16-week semester. Thus, a one (1) load hour class is calculated at thirty-two (32) workload hours (1 load x 2 hours x 16 weeks); a three (3) load hour class is calculated at ninety-six (96) hours (3 load x 2 hours x 16 weeks), etc. Adjunct Faculty are not required to conduct academic support hours (office hours), attend meetings, or perform duties other than those directly related to an Instructional Assignment. This calculation is used to determine the dollar value of a clock hour, the District's and each Adjunct Faculty's obligation to contribute to the Arizona State</p>	<p><i>who retired under the tier system only.</i></p> <p>Adjunct Instructional Faculty: For purposes of calculating hours of instructional work and preparation, Adjunct Faculty are paid for time in the classroom plus an equivalent amount of time for preparation over a 16-week semester. Thus, a one (1) load hour class is calculated at thirty-two (32) workload hours (1 load x 2 hours x 16 weeks); a three (3) load hour class is calculated at ninety-six (96) hours (3 load x 2 hours x 16 weeks), etc. Adjunct Faculty are not required to conduct academic support hours (office hours), attend meetings,</p>
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					<p>Retirement System (ASRS), and Affordable Care Act implications. • A combination of assignments which require more than twenty (20) clock hours a week for more than twenty (20) non-consecutive weeks in the fiscal year, will place the Adjunct Faculty into ASRS and deductions to a retirement account will begin.</p>	<p>or perform duties other than those directly related to an Instructional Assignment. This calculation is used to determine the dollar value of a clock hour, the District's and each Adjunct Faculty's obligation to contribute to the Arizona State Retirement System (ASRS), and Affordable Care Act implications. • A combination of assignments which require more than twenty (20) clock hours a week for more than twenty (20) non-consecutive weeks in the fiscal year, will place the Adjunct Faculty into ASRS and deductions to a retirement account will begin.</p>
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<p>Service: \$34</p> <p>During their contract assignment, service faculty who perform identical or similar duties (other than academic advising) on a scheduled basis, in addition to their regular assignment, shall be paid at the rate of thirty-four (\$34) per clock hour for such work.</p>	<p>Service: \$42.50</p> <p>During their contract assignment, service faculty who perform identical or similar duties (other than academic advising) on a scheduled basis, in addition to their regular assignment, shall be paid at the rate of forty-two dollars and fifty cents (\$42.50) per clock hour for such work.</p>	<p>Service: \$48.00</p> <p>Service Faculty (not on prorated extended contracts) will be paid at forty-eight dollars (\$48.00) per clock hour effective July 1, 2017, for performing such duties that are identical or similar to those that they perform during their regular contract assignments. Faculty on prorated extended contracts will be paid as specified in C.3.5</p>	<p>Service: \$49.00</p> <p>During their contract assignment, Service Faculty who are assigned identical or similar duties (other than academic advising) on a scheduled basis, in addition to their regular assignment, shall be paid at the rate of forty-nine-dollars (\$49.00) per clock hour for such work.</p>	<p>Service: \$53.26 (Base Rate \$1012/19) During their contract assignment, Service Faculty who are assigned identical or similar duties (other than academic advising) on a scheduled basis, in addition to their regular assignment, shall be paid at the Base Rate divided by 19 per clock hour for such work.</p>	<p>Service: Rate per clock hour in Core Function Area– Base = \$32.93; Probationary = \$34.58; Appointive = \$36.23; \$53 [Legacy] For Non-Teaching Service Faculty Work Individuals whose primary job was Adjunct Service Faculty prior to May 13, 2023, who earned pay as Adjunct Service Faculty within the last 180 days, and who remain continuously employed as Adjunct Service Faculty will be paid an hourly rate of \$53.00 for non-teaching Service Faculty work. Any Adjunct Service Faculty member under this rate who goes for 180 consecutive days without working any</p>	<p>Service: Rate per clock hour in Core Function Area– Base = \$34.31; Probationary = \$36.02; Appointive = \$37.74; \$43 [Legacy] The Legacy Rate is for Adjunct Service Faculty currently earning \$53 per hour who do not have a full-time MCCCCD job. The legacy rate is to remain at \$43 per hour until it is surpassed by the Tier 3 rate for Fall 2029, whichever occurs first. At that time, all Adjunct Faculty will be paid on the tier structure.</p>
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					adjunct service hours must be terminated and re-hired at the current rate of adjunct pay. This pay rate exception will expire on June 30, 2024, and adjunct faculty pay rates will be addressed in the Adjunct Faculty Handbook.	
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